

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

07-CA-205299

Date Filed

August 24, 2017

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

United Shore Financial Services, LLC

b. Tel. No.

(855) 888-8737

c. Cell No.

(b) (6), (b) (7)(C)

f. Fax No.

d. Address (Street, city, state, and ZIP code)

1414 E. Maple Fourth Floor  
MI Troy 48083-\_\_\_\_

e. Employer Representative

(b) (6), (b) (7)(C)

g. e-Mail

(b) (6), (b) (7)(C)@unitedshore.com

h. Number of workers employed  
2000i. Type of Establishment (factory, mine, wholesaler, etc.)  
Misc. Financial Servicesj. Identify principal product or service  
reviewed mortgage and title documents

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

Title:

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Tony Paris, Attorney

(signature of representative or person making charge)

Tony Dietrich Paris

Title: Attorney

(Print/type name and title or office, if any)

Tel. No.

(313) 993-4505

Office, if any, Cell No.

(313) 378-9598

Fax No.

(313) 887-8470

e-Mail

tparis@sugarlaw.org

4605 Cass Ave Second Floor

Address Detroit MI 48201-1256

08/24/2017 13:53:15

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

## Basis of the Charge

### 8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) 2017

### 8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) 2017

### 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from engaging in protected concerted activities.

Work Rule
Former employees cannot talk to current employees



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 7  
Patrick V. McNamara Federal Building  
477 Michigan Avenue, Room 300  
Detroit, MI 48226

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (313)226-3200  
Fax: (313)226-2090



Download  
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Mobile App

August 30, 2017

(b) (6), (b) (7)(C)  
United Shore Financial Services, LLC  
1414 E. Maple, Fourth Floor  
Troy, MI 48083

Re: United Shore Financial Services, LLC  
Case 07-CA-205299

Dear (b) (6), (b) (7)(C):

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney Dynn Nick whose telephone number is (313)335-8037. If this Board agent is not available, you may contact Supervisory Examiner Jason E. Knepp whose telephone number is (313)335-8028.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, [www.nlr.gov](http://www.nlr.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

August 30, 2017

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

**Procedures:** We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, [www.nlr.gov](http://www.nlr.gov). However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read "Terry Morgan". The signature is fluid and cursive, with the first name "Terry" and last name "Morgan" clearly distinguishable.

Terry Morgan  
Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

**QUESTIONNAIRE ON COMMERCE INFORMATION**

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

CASE NUMBER

07-CA-205299

**1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)****2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify )**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION  
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

**4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS****5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

**9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates )**

YES NO

A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.  
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.  
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.  
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$**H. Gross Revenues from all sales or performance of services (Check the largest amount)**☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. Did you **begin operations within the last 12 months?** If yes, specify date: \_\_\_\_\_**10 ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

**12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE**

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD

United Shore Financial Services, LLC

Charged Party

and

(b) (6), (b) (7)(C)

Charging Party

Case 07-CA-205299

Affidavit of Service of Charge Against Employer

I, the undersigned employee of the National Labor Relations Board, state under oath that on August 30, 2017, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C)

United Shore Financial Services, LLC  
1414 E. Maple, Fourth Floor  
Troy, MI 48083

August 30, 2017

Date

Linda Davis, Designated Agent of NLRB

Name

/s/Linda Davis

Signature





UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 7  
Patrick V. McNamara Federal Building  
477 Michigan Avenue, Room 300  
Detroit, MI 48226

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (313)226-3200  
Fax: (313)226-2090



Download  
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Mobile App

August 30, 2017

(b) (6), (b) (7)(C)

Re: United Shore Financial Services, LLC  
Case 07-CA-205299

Dear (b) (6), (b) (7)(C)

The charge that you filed in this case on August 24, 2017 has been docketed as case number 07-CA-205299. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney Dynn Nick whose telephone number is (313)335-8037. If this Board agent is not available, you may contact Supervisory Examiner Jason E. Knepp whose telephone number is (313)335-8028.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlr.gov](http://www.nlr.gov), or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

**Procedures:** We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website [www.nlr.gov](http://www.nlr.gov). However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website [www.nlr.gov](http://www.nlr.gov) or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

**Qualifying for Backpay:** We are just beginning to investigate your charge and no decision has been made regarding the merits of your case. However, it is important that employees who might be entitled to backpay because of loss of employment understand their obligation to look for work in order to qualify for backpay if your case has merit. Accordingly, we urge you to promptly provide the Board agent with the names and addresses of all employees who might be entitled to backpay as a result of the charge you filed.

If backpay is due to an employee, the Board requires that the employee offset the backpay by promptly beginning to look for another job in the same or similar line of work. The Board has held that a reasonably diligent employee should begin searching for interim work within 2 weeks after the employee's termination or layoff or a refusal to hire the employee. If an employee cannot establish that he or she actively tried to mitigate his or her losses, the amount of money owed to the employee might be reduced.

Employees who might be owed backpay should keep careful records of when and where they have sought employment and of job search expenses such as mileage, parking, and copying resumes. Specifically, they should keep a record of each time they attempt to find work, including the date, name of the company, name of person with whom they spoke, the position sought, and the response received.

Very truly yours,

A handwritten signature in black ink, appearing to read "Terry Morgan". The signature is fluid and cursive, with a large, sweeping "T" and "M".

Terry Morgan  
Regional Director

cc: Tony Dietrich Paris, Attorney  
Sugar Law Center for Economic and  
Social Justice  
4605 Cass Avenue, Second Floor  
Detroit, MI 48201-1256



NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

(b) (6), (b) (7)(C)

and

United Shore Financial Services, LLC

CASE 07-CA-205299

☐ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY  
NATIONAL LABOR RELATIONS BOARD  
Washington, DC 20570

☐ GENERAL COUNSEL  
NATIONAL LABOR RELATIONS BOARD  
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF \_\_\_\_\_

United Shore Financial Services, LLC

IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☒ REPRESENTATIVE IS AN ATTORNEY

☐ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.

(REPRESENTATIVE INFORMATION)

NAME: Adam Wolfe (P71278)

MAILING ADDRESS: United Shore Financial Services, LLC, 1414 East Maple Road, Troy, MI 48083

E-MAIL ADDRESS: awolfe@uwm.com

OFFICE TELEPHONE NUMBER: 248.833.4329

CELL PHONE NUMBER: \_\_\_\_\_ FAX: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_

(Please sign in ink.)

DATE: 9/6/17

<sup>1</sup> IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 7  
Patrick V. McNamara Federal Building  
477 Michigan Avenue, Room 300  
Detroit, MI 48226

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (313) 226-3200  
Fax: (313) 226-2090

November 28, 2017

Tony Dietrich Paris, Attorney  
Sugar Law Center for Economic  
and Social Justice  
4605 Cass Avenue, Second Floor  
Detroit, MI 48201-1256

Re: United Shore Financial Services, LLC  
Case 07-CA-205299

Dear Mr. Paris:

We have carefully investigated and considered your charge that United Shore Financial Services, LLC has violated the National Labor Relations Act.

**Decision to Partially Dismiss:** Based on that investigation, I have decided to dismiss the allegations that (b) (6), (b) (7)(C) was discharged in retaliation for engaging in protected concerted activities in violation of Sections 8(a)(1) and (3) of the Act as the evidence adduced during the investigation was insufficient to demonstrate that (b) (6), (b) (7)(C) discharge by the Employer was related to any protected concerted activities (b) (6), (b) (7)(C) may have engaged in. The remaining allegation that the Employer violated Section 8(a)(1) of the Act by maintaining an overly broad work rule prohibiting former employees from communicating with current employees for any reason remains subject to further processing.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at [www.nlr.gov](http://www.nlr.gov) and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at [www.nlr.gov](http://www.nlr.gov). You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

**Appeal Due Date:** The appeal is due on **December 12, 2017**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than **December 11, 2017**. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before December 12, 2017**. The request may be filed electronically through the **E-File Documents** link on our website [www.nlr.gov](http://www.nlr.gov), by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after **December 12, 2017, even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,



Terry Morgan  
Regional Director

DN/mlmi

cc: (b) (6), (b) (7)(C)  
United Shore Financial Services, LLC  
1414 E. Maple, Fourth Floor  
Troy, MI 48083

Adam Wolfe, Esq.  
United Shore Financial Services, LLC  
1414 East Maple Road  
Troy, MI 48083

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD

**APPEAL FORM**

To: General Counsel  
Attn: Office of Appeals  
National Labor Relations Board  
1015 Half Street SE  
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

---

Case Name(s).

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Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

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*(Signature)*

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

United Shore Financial Services,  Respondent/Employer,   and  <b>(b) (6), (b) (7)(C)</b>  Charging Party
-------------------------------------------------------------------------------------------------------------------------------------

CASE 07-CA-205299

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY  
NATIONAL LABOR RELATIONS BOARD  
Washington, DC 20570

☐ GENERAL COUNSEL  
NATIONAL LABOR RELATIONS BOARD  
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF \_\_\_\_\_  
Respondent/Charged Party/Employer in this matter, United Shore Financial Services

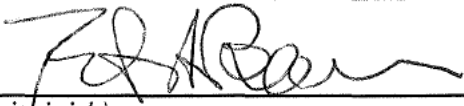
IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☒ REPRESENTATIVE IS AN ATTORNEY

☒ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.

(REPRESENTATIVE INFORMATION)

NAME: <u>Robert A. Boonin</u>	
MAILING ADDRESS: <u>Dykema Gossett, PLLC, 2723 S. State St., Ste. 400, Ann Arbor, MI 48104</u>	
E-MAIL ADDRESS: <u>rboonin@dykema.com</u>	
OFFICE TELEPHONE NUMBER: <u>313-568-6707</u>	
CELL PHONE NUMBER: <u>734-680-5883</u>	FAX: <u>866-886-0458</u>
SIGNATURE: <u></u>	
DATE: <u>(Please sign in ink.) 12-7-17</u>	

<sup>1</sup> IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.





UNITED STATES GOVERNMENT  
**NATIONAL LABOR RELATIONS BOARD**  
OFFICE OF THE GENERAL COUNSEL  
Washington, DC 20570

December 12, 2017

TONY DIETRICH PARIS, ESQ.  
SUGAR LAW CENTER FOR ECONOMIC  
AND SOCIAL JUSTICE  
4605 CASS AVE SECOND FL  
DETROIT, MI 48201-1256

Re: United Shore Financial Services, LLC  
Case 07-CA-205299

Dear Mr. Paris:

We have received your appeal and accompanying material. We will assign it for processing in accordance with Agency procedures, which include review of the investigatory file and your appeal in light of current Board law. We will notify you and all other involved parties as soon as possible of our decision.

Sincerely,

Peter Barr Robb  
General Counsel

By:

\_\_\_\_\_  
Mark E. Arbesfeld, Director  
Office of Appeals

cc: TERRY MORGAN  
REGIONAL DIRECTOR  
NATIONAL LABOR RELATIONS  
BOARD  
PATRICK V. MCNAMARA FEDERAL  
BLDG  
477 MICHIGAN AVE RM 300  
DETROIT, MI 48226

(b) (6), (b) (7)(C)

UNITED SHORE FINANCIAL SERVICES,  
LLC  
1414 E MAPLE 4TH FL  
TROY, MI 48083

ADAM WOLFE, ESQ.  
UNITED SHORE FINANCIAL  
SERVICES, LLC  
1414 E MAPLE RD  
TROY, MI 48083

ROBERT A BOONIN, ESQ.  
DYKEMA GOSSETT PLLC  
2723 S STATE ST STE 400  
ANN ARBOR, MI 48104-6188

(b) (6), (b) (7)(C)

kh



UNITED STATES GOVERNMENT  
**NATIONAL LABOR RELATIONS BOARD**  
OFFICE OF THE GENERAL COUNSEL  
Washington, DC 20570

January 29, 2018

TONY DIETRICH PARIS, ESQ.  
SUGAR LAW CENTER FOR ECONOMIC  
AND SOCIAL JUSTICE  
4605 CASS AVE SECOND FL  
DETROIT, MI 48201-1256

Re: United Shore Financial Services, LLC  
Case 07-CA-205299

Dear Mr. Paris:

Your appeal from the Regional Director's partial refusal to issue complaint on behalf of (b) (6), (b) (7)(C) has been carefully considered. The appeal is denied.

You allege that the Employer retaliated against your client for engaging in protected concerted activity with a fellow coworker concerning work condition, notably the company's (b) (6), (b) (7)(C). However, there is insufficient evidence that your client was discharged for engaging in these activities, rather than for the performance-related reasons offered by the Employer. *Wright Line, Inc.*, 251 NLRB 1083 (1980), *enf'd*. 662 F.2d 899 (1<sup>st</sup> Cir. 1981), *cert. denied* 455 U.S. 989 (1982). Accordingly, further proceedings on this portion of the charge were deemed unwarranted.

Sincerely,

Peter Barr Robb  
General Counsel

A handwritten signature in black ink that reads "Mark E. Arbesfeld". The signature is written in a cursive, flowing style.

By: \_\_\_\_\_

Mark E. Arbesfeld, Director  
Office of Appeals

cc: TERRY MORGAN  
REGIONAL DIRECTOR  
NATIONAL LABOR RELATIONS  
BOARD  
PATRICK V. MCNAMARA FEDERAL  
BUILDING  
477 MICHIGAN AVE RM 300  
DETROIT, MI 48226  
  
ADAM WOLFE, ESQ.  
UNITED SHORE FINANCIAL  
SERVICES, LLC  
1414 E MAPLE RD  
TROY, MI 48083

(b) (6), (b) (7)(C)

UNITED SHORE FINANCIAL SERVICES,  
LLC  
1414 E MAPLE RD FOURTH FLR  
TROY, MI 48083

ROBERT A BOONIN, ESQ.  
DYKEMA GOSSETT PLLC  
2723 S STATE ST STE 400  
ANN ARBOR, MI 48104-6188

(b) (6), (b) (7)(C)

kf

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION SEVEN**

**UNITED SHORE FINANCIAL SERVICES, LLC**

**and**

**Case 07-CA-205299**

**(b) (6), (b) (7)(C)** an Individual

**AFFIDAVIT OF SERVICE OF: Complaint and Notice of Hearing (with forms NLRB-4338 and NLRB-4668 attached)**

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on **February 27, 2018**, I served the above-entitled document(s) by **certified or regular mail**, as noted below, upon the following persons, addressed to them at the following addresses:

**(b) (6), (b) (7)(C)**  
United Shore Financial Services, LLC  
1414 E. Maple, Fourth Floor  
Troy, MI 48083

**CERTIFIED MAIL, RETURN RECEIPT  
REQUESTED 7014-0510-0001-6495-6537**

Adam Wolfe, Esq.  
United Shore Financial Services, LLC  
1414 East Maple Road  
Troy, MI 48083

**FIRST CLASS MAIL**

Robert A Boonin, Esq.  
Dykema Gossett PLLC  
2723 S. State Street, Ste. 400  
Ann Arbor, MI 48104-6188

**FIRST CLASS MAIL**

**(b) (6), (b) (7)(C)**

**CERTIFIED 7014-0510-0001-6495-6544**

Tony Dietrich Paris, Esq.  
Sugar Law Center for Economic  
and Social Justice  
4605 Cass Avenue, Second Floor  
Detroit, MI 48201-1256

**FIRST CLASS MAIL**

February 27, 2018

Date

Mary Lou Iho, Designated Agent of NLRB

Name

/s/ Mary Lou M. Iho

Signature

UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD  
**NOTICE**

Case 07-CA-205299

The issuance of the notice of formal hearing in this case does not mean that the matter cannot be disposed of by agreement of the parties. On the contrary, it is the policy of this office to encourage voluntary adjustments. The examiner or attorney assigned to the case will be pleased to receive and to act promptly upon your suggestions or comments to this end.

An agreement between the parties, approved by the Regional Director, would serve to cancel the hearing. However, unless otherwise specifically ordered, the hearing will be held at the date, hour, and place indicated. Postponements ***will not be granted*** unless good and sufficient grounds are shown ***and*** the following requirements are met:

- (1) The request must be in writing. An original and two copies must be filed with the Regional Director when appropriate under 29 CFR 102.16(a) or with the Division of Judges when appropriate under 29 CFR 102.16(b).
- (2) Grounds must be set forth in ***detail***;
- (3) Alternative dates for any rescheduled hearing must be given;
- (4) The positions of all other parties must be ascertained in advance by the requesting party and set forth in the request; and
- (5) Copies must be simultaneously served on all other parties (listed below), and that fact must be noted on the request.

Except under the most extreme conditions, no request for postponement will be granted during the three days immediately preceding the date of hearing.

**(b) (6), (b) (7)(C)**

United Shore Financial Services, LLC  
1414 E. Maple, Fourth Floor  
Troy, MI 48083

Adam Wolfe, Esq.  
United Shore Financial Services, LLC  
1414 East Maple Road  
Troy, MI 48083

Robert A Boonin, Esq.  
Dykema Gossett PLLC  
2723 S. State Street, Ste. 400  
Ann Arbor, MI 48104-6188

**(b) (6), (b) (7)(C)**

Tony Dietrich Paris, Esq.  
Sugar Law Center for Economic  
and Social Justice  
4605 Cass Avenue, Second Floor  
Detroit, MI 48201-1256



## Procedures in NLRB Unfair Labor Practice Hearings

The attached complaint has scheduled a hearing that will be conducted by an administrative law judge (ALJ) of the National Labor Relations Board who will be an independent, impartial finder of facts and applicable law. **You may be represented at this hearing by an attorney or other representative.** If you are not currently represented by an attorney, and wish to have one represent you at the hearing, you should make such arrangements as soon as possible. A more complete description of the hearing process and the ALJ's role may be found at Sections 102.34, 102.35, and 102.45 of the Board's Rules and Regulations. The Board's Rules and regulations are available at the following link: [www.nlr.gov/sites/default/files/attachments/basic-page/node-1717/rules\\_and\\_regs\\_part\\_102.pdf](http://www.nlr.gov/sites/default/files/attachments/basic-page/node-1717/rules_and_regs_part_102.pdf).

The NLRB allows you to file certain documents electronically and you are encouraged to do so because it ensures that your government resources are used efficiently. To e-file go to the NLRB's website at [www.nlr.gov](http://www.nlr.gov), click on "e-file documents," enter the 10-digit case number on the complaint (the first number if there is more than one), and follow the prompts. You will receive a confirmation number and an e-mail notification that the documents were successfully filed.

**Although this matter is set for trial, this does not mean that this matter cannot be resolved through a settlement agreement.** The NLRB recognizes that adjustments or settlements consistent with the policies of the National Labor Relations Act reduce government expenditures and promote amity in labor relations and encourages the parties to engage in settlement efforts.

### I. BEFORE THE HEARING

The rules pertaining to the Board's pre-hearing procedures, including rules concerning filing an answer, requesting a postponement, filing other motions, and obtaining subpoenas to compel the attendance of witnesses and production of documents from other parties, may be found at Sections 102.20 through 102.32 of the Board's Rules and Regulations. In addition, you should be aware of the following:

- **Special Needs:** If you or any of the witnesses you wish to have testify at the hearing have special needs and require auxiliary aids to participate in the hearing, you should notify the Regional Director as soon as possible and request the necessary assistance. Assistance will be provided to persons who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.603.
- **Pre-hearing Conference:** One or more weeks before the hearing, the ALJ may conduct a telephonic prehearing conference with the parties. During the conference, the ALJ will explore whether the case may be settled, discuss the issues to be litigated and any logistical issues related to the hearing, and attempt to resolve or narrow outstanding issues, such as disputes relating to subpoenaed witnesses and documents. This conference is usually not recorded, but during the hearing the ALJ or the parties sometimes refer to discussions at the pre-hearing conference. You do not have to wait until the prehearing conference to meet with the other parties to discuss settling this case or any other issues.

### II. DURING THE HEARING

The rules pertaining to the Board's hearing procedures are found at Sections 102.34 through 102.43 of the Board's Rules and Regulations. Please note in particular the following:

- **Witnesses and Evidence:** At the hearing, you will have the right to call, examine, and cross-examine witnesses and to introduce into the record documents and other evidence.
- **Exhibits:** Each exhibit offered in evidence must be provided in duplicate to the court reporter and a copy of each of each exhibit should be supplied to the ALJ and each party when the exhibit is offered

**in evidence.** If a copy of any exhibit is not available when the original is received, it will be the responsibility of the party offering such exhibit to submit the copy to the ALJ before the close of hearing. If a copy is not submitted, and the filing has not been waived by the ALJ, any ruling receiving the exhibit may be rescinded and the exhibit rejected.

- **Transcripts:** An official court reporter will make the only official transcript of the proceedings, and all citations in briefs and arguments must refer to the official record. The Board will not certify any transcript other than the official transcript for use in any court litigation. Proposed corrections of the transcript should be submitted, either by way of stipulation or motion, to the ALJ for approval. Everything said at the hearing while the hearing is in session will be recorded by the official reporter unless the ALJ specifically directs off-the-record discussion. If any party wishes to make off-the-record statements, a request to go off the record should be directed to the ALJ.
- **Oral Argument:** You are entitled, on request, to a reasonable period of time at the close of the hearing for oral argument, which shall be included in the transcript of the hearing. Alternatively, the ALJ may ask for oral argument if, at the close of the hearing, if it is believed that such argument would be beneficial to the understanding of the contentions of the parties and the factual issues involved.
- **Date for Filing Post-Hearing Brief:** Before the hearing closes, you may request to file a written brief or proposed findings and conclusions, or both, with the ALJ. The ALJ has the discretion to grant this request and to will set a deadline for filing, up to 35 days.

### III. AFTER THE HEARING

The Rules pertaining to filing post-hearing briefs and the procedures after the ALJ issues a decision are found at Sections 102.42 through 102.48 of the Board's Rules and Regulations. Please note in particular the following:

- **Extension of Time for Filing Brief with the ALJ:** If you need an extension of time to file a post-hearing brief, you must follow Section 102.42 of the Board's Rules and Regulations, which requires you to file a request with the appropriate chief or associate chief administrative law judge, depending on where the trial occurred. You must immediately serve a copy of any request for an extension of time on all other parties and furnish proof of that service with your request. You are encouraged to seek the agreement of the other parties and state their positions in your request.
- **ALJ's Decision:** In due course, the ALJ will prepare and file with the Board a decision in this matter. Upon receipt of this decision, the Board will enter an order transferring the case to the Board and specifying when exceptions are due to the ALJ's decision. The Board will serve copies of that order and the ALJ's decision on all parties.
- **Exceptions to the ALJ's Decision:** The procedure to be followed with respect to appealing all or any part of the ALJ's decision (by filing exceptions with the Board), submitting briefs, requests for oral argument before the Board, and related matters is set forth in the Board's Rules and Regulations, particularly in Section 102.46 and following sections. A summary of the more pertinent of these provisions will be provided to the parties with the order transferring the matter to the Board.

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION SEVEN**

**UNITED SHORE FINANCIAL SERVICES, LLC**

**Respondent**

**and**

**Case 07-CA-205299**

**(b) (6), (b) (7)(C)** **an Individual**

**Charging Party**

**COMPLAINT AND NOTICE OF HEARING**

This Complaint and Notice of Hearing is based on a charge filed by the Charging Party. It is issued pursuant to Section 10(b) of the National Labor Relations Act (the Act), 29 U.S.C. § 151 et seq., and Section 102.15 of the Rules and Regulations of the National Labor Relations Board (the Board) and alleges that Respondent has violated the Act as described below.

1. The charge in this proceeding was filed by the Charging Party on August 24, 2017, and a copy was served on Respondent by U.S. mail on August 30, 2017.

2. At all material times, Respondent has been a limited liability company with an office and place of business in Troy, Michigan (Troy facility), and has been engaged in the operation of a consumer mortgage lending service.

3. (a) In conducting its operations during the calendar year ending December 31, 2017, Respondent derived gross revenues in excess of \$500,000.

(b) During the period of time described above in paragraph 3(a), Respondent purchased and received at its Troy, Michigan facility products, goods and materials valued in excess of \$5,000 directly from points outside the State of Michigan.

4. At all material times, Respondent has been an employer engaged in commerce within the meaning of Section 2(2), (6), and (7) of the Act.

5. At all material times, **(b) (6), (b) (7)(C)** has held the position of Respondent's **(b) (6), (b) (7)(C)** and has been a supervisor of Respondent within the meaning of Section 2(11) of the Act and an agent of Respondent within the meaning of Section 2(13) of the Act.

6. About **(b) (6), (b) (7)(C)** 2017, Respondent, by issuance of a termination notice, promulgated and since then has maintained an overly broad provision that requires former employees "to refrain from contacting or soliciting [Respondent] employees...for any reason..."

7. By the conduct described above in paragraph 6, Respondent has been interfering with, restraining, and coercing employees in the exercise of the rights guaranteed in Section 7 of the Act in violation of Section 8(a)(1) of the Act.

8. The unfair labor practice of Respondent described above affects commerce within the meaning of Section 2(6) and (7) of the Act.

**WHEREFORE**, it is prayed that Respondent be ordered to:

1. Cease and desist from:

engaging in the conduct described in paragraph 6, or in any like or related manner interfering with, restraining, or coercing employees in the exercise of rights guaranteed in Section 7 of the Act;

2. Take the following affirmative action:

(a) Rescind the overly broad provision described above in paragraph 6 and advise employees in writing of such rescission.

(b) Rescind from all files and records any disciplines and references to disciplines issued to employees who engaged in protected concerted activity and were disciplined as a result of enforcement of the overly broad rule described above in paragraph 6.

(c) Post appropriate notices to employees at Respondent's facility in all places where notices to employees are customarily posted, and electronically post these notices on its intranet.

(d) Mail a copy of the appropriate notices, signed by a responsible Respondent official, to all former employees who were issued a discharge letter from February 24, 2017 to present.

### **ANSWER REQUIREMENT**

Respondent is notified that, pursuant to Sections 102.20 and 102.21 of the Board's Rules and Regulations, each must file an answer to the complaint. The answer(s) must be **received by this office on or before March 13, 2018, or postmarked on or before March 12, 2018**. Respondent should file an original and four copies of the answer with this office and serve a copy of the answer on each of the other parties.

An answer may also be filed electronically through the Agency's website. To file electronically, go to [www.nlr.gov](http://www.nlr.gov), click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. The responsibility for the receipt and usability of the answer rests exclusively upon the sender. Unless notification on the Agency's website informs users that the Agency's E-Filing system is officially determined to be in technical failure because it is unable to receive documents for a continuous period of more than 2 hours after 12:00 noon (Eastern Time) on the due date for filing, a failure to timely file the answer will not be excused on the basis that the transmission could not be accomplished because the Agency's website was off-line or unavailable for some other reason. The Board's Rules and Regulations require that an answer be signed by

counsel or non-attorney representative for represented parties or by the party if not represented. See Section 102.21. If the answer being filed electronically is a pdf document containing the required signature, no paper copies of the answer need to be transmitted to the Regional Office. However, if the electronic version of an answer to a complaint is not a pdf file containing the required signature, then the E-filing rules require that such answer containing the required signature continue to be submitted to the Regional Office by traditional means within three (3) business days after the date of electronic filing. Service of the answer on each of the other parties must still be accomplished by means allowed under the Board's Rules and Regulations. The answer may not be filed by facsimile transmission. If no answer is filed, or if an answer is filed untimely, the Board may find, pursuant to a Motion for Default Judgment, that the allegations in the complaint are true.

### **NOTICE OF HEARING**

**PLEASE TAKE NOTICE THAT on the 19<sup>th</sup> day of June, 2018, at 10:00 a.m., in Room 300, Patrick V. McNamara Federal Building, 477 Michigan Avenue, Detroit, Michigan,** and on consecutive days thereafter until concluded, a hearing will be conducted before an administrative law judge of the National Labor Relations Board. At the hearing, Respondents and any other party to this proceeding have the right to appear and present testimony regarding the allegations in this complaint. The procedures to be followed at the hearing are described in the attached Form NLRB-4668. The procedure to request a postponement of the hearing is described in the attached Form NLRB-4338.

Dated: February 27, 2018

A handwritten signature in black ink, reading "Terry Morgan". The signature is fluid and cursive, with the first name "Terry" and last name "Morgan" clearly distinguishable.

---

Terry Morgan, Regional Director  
National Labor Relations Board, Region Seven  
Patrick V. McNamara Federal Building  
477 Michigan Avenue, Room 300  
Detroit, Michigan 48226

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION SEVEN

UNITED SHORE FINANCIAL SERVICES, LLC

and

Case 07-CA-205299

(b) (6), (b) (7)(C) an Individual

**AFFIDAVIT OF SERVICE OF: Complaint and Notice of Hearing (with forms NLRB-4338 and NLRB-4668 attached)**

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on **February 27, 2018**, I served the above-entitled document(s) by **certified or regular mail**, as noted below, upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C)  
United Shore Financial Services, LLC  
1414 E. Maple, Fourth Floor  
Troy, MI 48083

**CERTIFIED MAIL, RETURN RECEIPT  
REQUESTED 7014-0510-0001-6495-6537**

Adam Wolfe, Esq.  
United Shore Financial Services, LLC  
1414 East Maple Road  
Troy, MI 48083

**FIRST CLASS MAIL**

Robert A Boonin, Esq.  
Dykema Gossett PLLC  
2723 S. State Street, Ste. 400  
Ann Arbor, MI 48104-6188

**FIRST CLASS MAIL**

(b) (6), (b) (7)(C)

**CERTIFIED 7014-0510-0001-6495-6544**

Tony Dietrich Paris, Esq.  
Sugar Law Center for Economic  
and Social Justice  
4605 Cass Avenue, Second Floor  
Detroit, MI 48201-1256

**FIRST CLASS MAIL**

February 27, 2018

Date

Mary Lou Iho, Designated Agent of NLRB

Name

  
Signature



SENDER: COMPLETE THIS SECTION		COMPLETE THIS SECTION ON DELIVERY	
<p>■ Complete items 1, 2, and 3.</p> <p>■ Print your name and address on the reverse so that we can return the card to you.</p> <p>■ Attach this card to the back of the mailpiece.</p>		<p>A. Signature <i>[Signature]</i> <input type="checkbox"/> Agent <input type="checkbox"/> Addressee</p> <p>X- <i>[Signature]</i></p>	
<p>1. <b>(b) (6), (b) (7)(C)</b>            United Shore Financial Services, LLC            1414 E. Maple, Fourth Floor            Troy, MI 48083</p>		<p>B. Received by (Printed Name) _____</p> <p>C. Date of Delivery _____</p>	
<p>2. <b>(b) (6), (b) (7)(C)</b></p>		<p>from item 1? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>iss below: <input type="checkbox"/> Yes <input type="checkbox"/> No</p>	
<p>3. <b>(b) (6), (b) (7)(C)</b></p>		<p><input type="checkbox"/> Adult Signature <input type="checkbox"/> Priority Mail Express</p> <p><input type="checkbox"/> Adult Signature Restricted Delivery <input type="checkbox"/> Registered Mail™</p> <p><input type="checkbox"/> Certified Mail® <input type="checkbox"/> Registered Mail Restricted Delivery</p> <p><input type="checkbox"/> Certified Mail Restricted Delivery <input type="checkbox"/> Return Receipt for Merchandise</p> <p><input type="checkbox"/> Collect on Delivery <input type="checkbox"/> Signature Confirmation™</p> <p><input type="checkbox"/> Collect on Delivery Restricted Delivery <input type="checkbox"/> Signature Confirmation Restricted Delivery</p> <p><input type="checkbox"/> Insured Mail <input type="checkbox"/> Restricted Delivery</p>	
<p>PS Form 3811, July 2015 PSN 7530-02-000-9053</p>		<p>Domestic Return Receipt</p>	

U.S. Postal Service™		U.S. Postal Service™	
<p><b>CERTIFIED MAIL™ RECEIPT</b>            (Domestic Mail Only; No Insurance Coverage Provided)</p>		<p><b>OFFICIAL USE</b>            For delivery information visit our website at <a href="http://www.usps.com">www.usps.com</a></p>	
<p>Postmark Here</p>		<p>Postage \$</p>	
<p>Return Receipt Fee (Endorsement Required)</p>		<p>Certified Fee</p>	
<p>Restricted Delivery Fee (Endorsement Required)</p>		<p>Rel. (Endorse)</p>	
<p>Total Postage &amp; Fees \$</p>		<p>Total P 0510 0001 6495 6537</p>	
<p>Sent To _____</p>		<p>Sent To _____</p>	
<p>Street, Apt. No., or PO Box No. _____</p>		<p>Street, Apt. No., or PO Box _____</p>	
<p>City, State, ZIP+4 _____</p>		<p>City, State _____</p>	
<p>PS Form 3800, August 2006 See Reverse for Instructions</p>		<p>PS Form _____</p>	

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION SEVEN**

**UNITED SHORE FINANCIAL  
SERVICES, LLC,**

Respondent,

NLRB Case Nos. 07-CA-205299

- and -

**(b) (6), (b) (7)(C)**, an Individual,

Charging Party.

---

**ANSWER AND AFFIRMATIVE AND OTHER DEFENSES**

Respondent, United Shore Financial Services, LLC (“Respondent” or “United Shore”), through its attorneys Dykema Gossett, PLLC, states as its Answer to the Complaint in the above-captioned matter, as follows:

1. Answering Paragraph 1 of the Complaint, United Shore admits the allegations contained therein.
2. Answering Paragraph 2 of the Complaint, United Shore admits the allegations contained therein.
3. Answering Paragraph 3 of the Complaint, United Shore admits the allegations contained therein.
4. Answering Paragraph 4 of the Complaint, United Shore admits the allegations contained therein.
5. Answering Paragraph 5 of the Complaint, United Shore admits the allegations contained therein.

6. Answering Paragraph 6 of the Complaint, United Shore admits that on or about (b) (6), (b) (7)(C) 2017, it issued a termination notice to Charging Party containing the quoted phrase, but denies that it is overbroad and states that, in context and its intent, it complies with Respondent's obligations under the NLRA.

7. Answering Paragraph 7 of the Complaint, United Shore denies the allegations contained therein for the reason that they are untrue.

8. Answering Paragraph 8 of the Complaint, United Shore denies the allegations contained therein for the reason that they are untrue.

WHEREFORE, Respondent United Shore respectfully requests that the Complaint in the above-captioned matter be dismissed in its entirety, and that Respondent be awarded its fees and costs incurred while defending this meritless action.

#### **AFFIRMATIVE AND OTHER DEFENSES**

Respondent, United Shore Financial Services, LLC ("Respondent" or "United Shore"), through its attorneys Dykema Gossett, PLLC, states as its Affirmative and Other Defenses to the Complaint in the above-captioned matter, as follows:

1. Charging Party and the Regional Director have failed to state a claim upon which relief may be granted.


2. The remedy requested exceeds the scope of the violation at issue, and is therefore inappropriate.

3. United Shore reserves the right to add to, modify or otherwise amend its defenses, as it deems necessary during the remaining course of this matter.

WHEREFORE, Respondent United Shore Financial Services, LLC respectfully requests that the Complaint in the above-captioned matter be dismissed in its entirety, and that Respondent be awarded its fees and costs incurred while defending this meritless action.

Respectfully submitted,

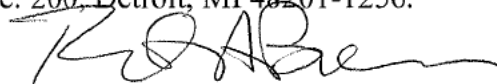
**DYKEMA GOSSETT PLLC**

By:   
Robert A. Boonin (P38172)  
Attorneys for Respondent, United Shore Financial  
Services, LLC  
Dykema Gossett PLLC  
2723 South State Street, Suite 400  
Ann Arbor, MI 48104  
Telephone: (734) 214-7650  
Facsimile: (866) 886-0458  
rboonin@dykema.com

Dated: 3/12/, 2018

**STATEMENT OF SERVICE**

I, Robert A. Boonin, hereby certify that on March 12, 2018, he served by first class mail, full postage provided, the above document upon Tony Paris, counsel for Charging Party, at the Sugar Law Center, 4805 Cass Avenue, Ste. 200, Detroit, MI 48201-1256.

  
Robert A. Boonin (P38172)

Date: 3/12/18

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION SEVEN**

**UNITED SHORE FINANCIAL SERVICES, LLC**

**Respondent**

**and**

**Case 07-CA-205299**

**(b) (6), (b) (7)(C)** an Individual

**Charging Party**

**ORDER APPROVING CONDITIONAL WITHDRAWAL REQUEST, DISMISSING  
COMPLAINT, AND WITHDRAWING NOTICE OF HEARING**

A Complaint and Notice of Hearing issued in the above-captioned matter on February 27, 2018. Thereafter, the Charging Party requested to conditionally withdraw the above charge based upon a private agreement between the parties.

Having duly considered the request for withdrawal,

**IT IS ORDERED** that the request to withdraw the charge is approved conditioned on the performance of the undertakings in the private agreement.

The charge is subject to reinstatement for further processing if the Charging Party requests reinstatement and supports its request with evidence of non-compliance with the undertakings in the private agreement.

**IT IS FURTHER ORDERED** that the Complaint is dismissed and the Notice of Hearing is withdrawn.

Dated: May 4, 2018



---

Terry Morgan, Regional Director  
National Labor Relations Board, Region Seven  
Patrick V. McNamara Federal Building  
477 Michigan Avenue, Room 300  
Detroit, MI 48226

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION SEVEN**

**UNITED SHORE FINANCIAL SERVICES, LLC**

**Respondent**

**and**

**Case 07-CA-205299**

**(b) (6), (b) (7)(C)** an Individual

**Charging Party**

**AFFIDAVIT OF SERVICE OF: Order Approving Conditional Withdrawal Request,  
Dismissing Complaint, and Withdrawing Notice of Hearing, dated May 4, 2018.**

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on May 3, 2018, I served the above-entitled document(s) by **regular mail** upon the following persons, addressed to them at the following addresses:

**(b) (6), (b) (7)(C)**  
United Shore Financial Services, LLC  
1414 E. Maple, Fourth Floor  
Troy, MI 48083

Adam Wolfe, Esq.  
United Shore Financial Services, LLC  
1414 East Maple Road  
Troy, MI 48083

Robert A. Boonin, Esq.  
Dykema Gossett PLLC  
2723 S State Street, Suite 400  
Ann Arbor, MI 48104-6188

**(b) (6), (b) (7)(C)**

Tony Dietrich Paris, Attorney  
Sugar Law Center for Economic and Social Justice  
4605 Cass Ave, Second Floor  
Detroit, MI 48201-1256

May 4, 2018

\_\_\_\_\_  
Date

\_\_\_\_\_  
Mary Lou Iho, Designated Agent of NLRB  
Name

\_\_\_\_\_  
/s/ Mary Lou M. Iho  
Signature